



CHANGE MANAGEMENT

Change is the only constant. Nevertheless, driving change projects in a professional way alongside the running of operational business is a demanding challenge. As proficient facilitators and business psychologists, we offer you support from start to finish. Taking a systemic view, we work closely with your stakeholders to ensure a lean, appropriate and successful project structure, which takes strategic, structural and human factors into account and proactively integrates concerned parties as idea generators.

When is Change Management useful?

"We must once again introduce significant change. We've already been through quite a few changes and not all of them went down well. Employees didn't feel their needs were met and are sceptical about the new developments or tired of the effort involved every time."

A typical starting point for successful change management facilitated by PE-Solution.

Change Management is advisable when you have gone through the experience of realising that issuing mission statements, changing organisational structure or moving around people or tasks is not enough to achieve a desired change. For one

thing, the change must take into account potential losers, sensitivities and issues of overload. For another thing, it requires an integrated approach to change within the context of company history, culture, structures, goals, etc.

How does Change Management work?

We offer advice on the procedure, planning, moderation, training and coaching – you and your colleagues are the experts when it comes to all technical solutions and shaping future processes and innovations.

The first analytical phase is based on building a steering group, designing project structure and planning the project in terms of goals, time frames, resources and responsibilities. A current state analysis also takes place at this stage. Through interviews, surveys or workshops, for example, this identifies the development phase of the affected organisational units and takes an overall view of the system (identity, strategy, superstructure, functions, people, processes and physical means). We clarify the “why” behind changes and together we design an engaging target vision.

The implementation phase focuses primarily on successful communication and motivation, leadership coaching or engaging employees, the development of suitable solutions that includes testing and assessing new developments.

The anchoring process at the end of the project serves to ensure sustainability. Responsible parties are empowered and success factors are defined. This involves review processes and meetings as well as regularly focusing attention on the changes in order to establish new thought and work patterns and ensure continued development.

We are your skilled process facilitator during all these phases.



Get in touch

Do you have questions? Or would you a preliminary consultation? Then feel free to call or just send us an email with your questions!

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